

**State of Connecticut  
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes  
Wednesday, December 9, 2020  
2:00 pm  
Via Microsoft TEAMS**

**Commissioners Present**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Joseph Suggs  
Andrew Norton  
Lisa Giliberto  
Nicholas Kapoor  
Neeta Vatti

**Commissioners Absent**

Edith Pestana

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Robin Kinstler Fox, HRO Attorney	Neva E. Vigezzi, AA Supervisor
Anna Marie Puryear, HRO Attorney	Lynda Rizzo Stowe, Regional Manager
Laura Roxbury, HRO Representative	Shawn Burns, Regional Manager
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Jamie Ruben, Regional Manager	Darcy Strand, Legislative Analyst

**I. Chairperson:** Dr. Cherron Payne, Presiding

The meeting convened at 2:02 p.m.

**II. Secretary:** Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the November 18, 2020 regular commission meeting. Commissioner Giliberto seconded it; The vote: Yes (6) No (0), and Abstentions (0). The motion carried.

**III. Affirmative Action Recommendations – Vote Required**

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Transportation

Representing the agency were Commissioner Joseph Giuliatti, Jackie Primeau, Chief of Staff and Eric Smith, EEO Director.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 24%. The promotion goals were met at 44% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 986.80% achievement for the SBE and 2,150.80 % achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Mambruno and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the Department of Transportation and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

## 2. Office of the Chief State's Attorney

Representing the agency were the Chief State's Attorney, Richard J. Colangelo, John J. Russotto, Deputy Chief State's Attorney, Brett Salafia, Executive Assistant State's Attorney and Janice C. duFrend, Equal Employment Opportunity Specialist.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 79%. The promotion goals were met at 52% and the program goals were met 50%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 260.20 % achievement for the SBE and 270.1% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of the Office of the Chief State's Attorney and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

\*Chair Payne recused herself from this plan and appointed Commissioner Giliberto for UConn Health.

## 3. University of Connecticut Health

Representing the agency were Andrew Agwunobi, Executive Vice President Sarah Chipman, AAO and Interim Associate Vice President, Janel Simpson, Christopher Delello, CEO, and Hanna Prytko.

The plan was recommended for **Approval**

The agency did not meet all or substantially meet all its hiring goals at 41%. The promotion goals were met at 33% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 125 % achievement for the SBE and 96% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of UConn Health and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

#### 4. Department of Public Health

Representing the agency were the Deidre Gifford, Acting Commissioner, Heather Aaron, Deputy Commissioner, Joanne Yandow, Attorney General Designee, Amanda Anduaga-Roberson, EEO Manager and Erica D'Angelo, DAS HR Administrator for Business Partners POD/Designee for DPH.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 61%. The promotion goals were met at 67% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 101 % achievement for the SBE and 325% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of the Department of Public Health and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

\* Commissioner Payne returned as Chair of the meeting.

#### 5. Western CT State University

Representing the agency were Dr. John Clark, President, Ms. Jesenia Minier, Chief Diversity Officer, and Mr. Fred Cratty, Chief Human Resources Officer.

The plan was recommended for **Conditional Approval**:

The agency did not meet all or substantially meet all its hiring goals at 35%. The promotion goals were met at 60% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 1,288.80% achievement for the SBE and 220.08% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Vatti to accept the staff recommendation to **CONDITIONALLY APPROVE** the plan of the Western Connecticut State University. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

#### 6. Norwalk Community College

Representing the agency was Cheryl C. DeVonish, J.D., CEO.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 14%. The promotion goals were met at 17% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 215% achievement for the SBE and 76% achievement for the MBE.

The filing history is as follows: 2015 Conditionally Approved 2016, Disapproved, 2017, Approved, 2018, Approved, and 2019 Disapproved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of Norwalk Community College and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

#### IV. Division Reports

##### 1. **Executive Director's Report: by Tanya Hughes, Executive Director**

Director Hughes expressed her apologies once again for CHRO getting the AA summaries out on short notice in that it could not be helped. The CHRO continues to maintain business during the pandemic and keep employees notified of all updates regarding Covid 19. The CHRO has been approved to fill three more positions. The production report was provided. The Agency wide training on December 3 was a success. The Police Accountability Task force and subcommittee on Logistics continue to meet regularly.

##### 2. **Outreach Report: by Cheryl Sharp, Deputy Director**

See detailed report as highlighted by Deputy Director Sharp.

- Collaboration with CHRO and DOJ on a program for HS students
- Outreach is continuing in the regions
- Webinars through HUD grants (CARES, Health Equity, and Covid 19)
- Police task force meetings
- CWEALF; a collaborative webinar is scheduled for Jan 21.

##### 3. **Legislative update: by Darcy Jones Strand**

Attorney Strand reported on the CHRO legislative agenda. Session begins soon. Highlights include the disparity study, strengthening the sexual harassment laws, the Crown Act, and procedural changes within our statutes.

\* Commissioner Suggs exited the meeting.

#### VI. Executive Session

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

Commissioner Norton moved to go into Executive session at 3:35 pm. Commissioner Giliberto seconded it. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

Invited into Executive Session with the Commissioners was Attorney Puryear, Executive Director Tanya Hughes and Deputy Director Cheryl Sharp.

Pending Litigation:

1. CHRO ex rel. Dolina Bullock v. Mike Jain  
CHRO Case No. 2150010  
Presented by Attorney Anna Marie Puryear
2. Wallace v. Sharp, et al.
3. Johnson v. Hughes, et al
4. Mica Notz v. CHRO

#### Return from Executive Session

Commissioner Giliberto moved to return from Executive session at 3:51 pm and Commissioner Vatti seconded it. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

#### V. Vote on Executive session items: (Action May Be Required)

CHRO ex rel. Dolina Bullock v. Mike Jain (vote required)

CHRO Case No. 2150010

Presented by Attorney Anna Marie Puryear

A motion was made by Commissioner Kapoor to withdraw the Housing Election matter and Commissioner Norton seconded it. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

#### VI. Old Business

CHRO v. H. Carr & Sons

Presented by Attorney Robin Fox

The parties agreed to a stipulated settlement agreement presented to the Commissioners, A motion was made by Commissioner Giliberto to accept settlement and Commissioner Norton seconded it. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

Commissioner Kapoor noted a correction was needed regarding the wording of the settlement agreement in paragraph two and three, correcting to "Affirmative Action **plan.**"

Chair Payne wished everyone a Healthy and Happy Holiday!

#### VII. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting; Commissioner Norton seconded it. The vote was: Yes (5), No (0), and Abstentions (0).  
The motion carried.

The meeting adjourned at 4:00 p.m.